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ABSTRACT

The General Accounting Office (GAO) surveyed officials in nine federal agencies regarding the following aspects of the employment and training programs they administered: funding levels; types and numbers of participants; services provided; and outcome measures. The 9 agencies were administering 44 programs providing a range of employment and training services. Although many programs were the same as those included in a similar study conducted in 2000, 10 programs were newly identified and 6 previously identified programs were no longer included because they had been discontinued. Collectively, appropriations for the programs remained relatively constant between 1999 and 2002, totaling $30 billion in 2002, with roughly $12 billion used for employment and training activities. The programs served a total of 20 million individuals, with about 75% of the programs focusing primarily on a single target population. Native Americans, veterans, and youth were among the most frequently cited target populations. Nearly all programs reported tracking at least one outcome measure. (Appendixes constituting more than 90% of the document contain an update on employment and training programs and tables devoted to the following items: federally funded employment and training programs by agency; appropriations; estimated numbers of service recipients; programs requiring beneficiaries to be economically disadvantaged in fiscal 1999 or 2002; outcome measures; population groups served by employment and training programs; and services provided by employment and training programs.) (MN)

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United States General Accounting Office

GAO

Report to Congressional Requesters

April 2003

ED 476 354

# MULTIPLE EMPLOYMENT AND TRAINING PROGRAMS

## Funding and Performance Measures for Major Programs

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United States General Accounting Office
Washington, DC 20548

April 18, 2003

The Honorable John A. Boehner
Chairman
Committee on Education and the Workforce
House of Representatives

The Honorable Howard P. "Buck" McKeon
Chairman
Subcommittee on 21st Century Competitiveness
Committee on Education and the Workforce
House of Representatives

Federally funded employment and training programs serve an important role in the nation's economy by helping job seekers enhance their job skills, identify job opportunities and ultimately find employment. While the Department of Labor is responsible for overseeing many of these programs, other agencies such as the Departments of Health and Human Services (HHS) and Housing and Urban Development (HUD) also play a role. In the 1990s, we issued a series of reports that highlighted the range of programs that provided employment and training services. Again in 2000, just after the implementation of the Workforce Investment Act (WIA), which provided for a consolidated service delivery system for many of the programs, we reviewed the workforce development system, identifying 40 federally funded employment and training programs–operated through seven federal agencies–for which a key program goal was providing employment and training assistance.[a] As WIA approaches reauthorization, it is important to re-examine the system's structure to determine if additional changes are indicated.

To understand the current structure, you asked us to provide you with an update of the employment and training programs we reported on in 2000. Specifically, you asked us to determine (1) how many federal employment and training programs there were in fiscal year 2002, their appropriations in fiscal years 2001, 2002, and 2003, and the proportion of funds used to provide employment and training services; (2) how many individuals were

[a]*Multiple Employment and Training Programs: Overlapping Programs Indicate Need for Closer Examination of Structure*. GAO-01-71. Washington, D.C.: October 13, 2000.

served by the programs and the target populations and services associated with each program; and (3) the kinds of outcome measures used by the programs.

To address these questions, we distributed a questionnaire to officials in nine federal agencies, collecting information about funding levels, type and number of participants, services provided and outcome measures. Applying the same definition used in the earlier study, we defined employment and training programs as those specifically designed to (1) help job seekers find employment (2) enhance specific job skills of individuals in order to increase their employability, and (3) identify job opportunities. Our analysis included all programs reported in the earlier study if they were still funded in fiscal year 2002, as well as additional programs identified by agency officials and confirmed by questionnaire responses. We compared the results to those we obtained in the earlier study. We also consulted the 2002 *Catalog of Federal Domestic Assistance* to corroborate responses obtained in the questionnaire and to verify that employment and training activities were a major focus of the programs. We conducted our work from November 2002 to March 2003 in accordance with generally accepted government auditing standards.

On March 21, 2003, we briefed your staff on the results of our analyses. This report formally conveys the information provided during that briefing.

In summary, we identified 44 programs administered by 9 federal agencies that provided a range of employment and training services. While many of the programs were the same as those included in the 2000 report, 10 programs were newly identified and 6 previously identified programs had been discontinued. Collectively, appropriations for employment and training programs remained relatively constant between fiscal years 1999 and 2002, totaling $30 billion in 2002, with roughly $12 billion used for employment and training activities. While six programs accounted for 73 percent of the $12 billion total, a majority of programs reported using 75 percent or more of their appropriations for employment and training activities.

The programs served a total of 29 million individuals, with about three-fourths of the programs focusing their services primarily on one target population. Some of the programs were small, serving about 100 participants, while other programs were quite large, serving just over 19 million participants. Seventy-seven percent of the programs identified one primary target population as the intended service recipients, with Native

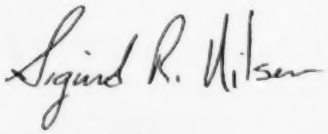
Americans, veterans, and youth ranking among the most frequently cited target populations. More programs required participants to be economically disadvantaged in fiscal year 2002–17 programs focused on the economically disadvantaged in 2002, compared with 15 programs in 1999. In fact, 6 of the 17 programs that currently require participants to be economically disadvantaged did not have that requirement in 1999. Counseling and job search/job placement activities were among the most commonly provided services.

Almost all of the 44 programs we identified reported tracking at least one outcome measure, but 2 programs told us that they did not plan to track any outcome measures in 2003. Of those programs that are tracking outcomes, the most frequently cited performance measure was "entered employment"—the number of program participants finding jobs. This measure was tracked by 38 of the 44 programs.

We provided a draft of this report to officials at each of the 9 agencies for their technical review and incorporated their comments where appropriate.

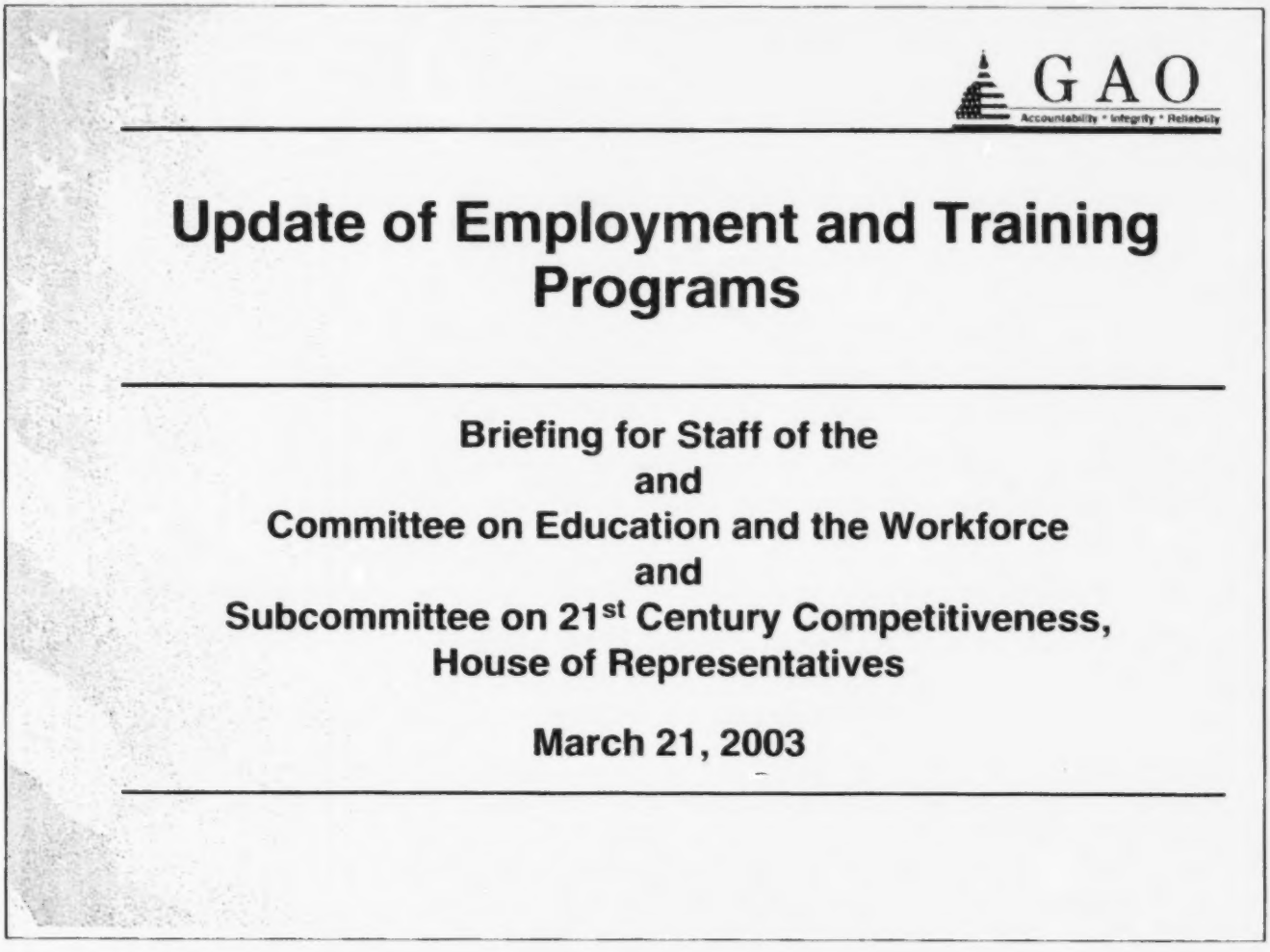
We are sending copies of this report to relevant congressional committees and other interested parties and will make copies available to others upon request. In addition, the report will be available at no charge on GAO's Web site at http://www.gao.gov.

A list of related GAO products is included at the end of this report. If you or your staff have any questions concerning this report, please contact Dianne Blank or me at (202) 512-7215. Tiffany Boiman, Mark De La Rosa, Cindy Steinfink, and Jay Smale also made key contributions to this report.



Sigurd R. Nilsen
Director, Education, Workforce,
and Income Security Issues

# Appendix I: Update of Employment and Training Programs

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## Key Questions

1. How many federal employment and training programs were there in fiscal year 2002? What was their appropriation in fiscal years 2001 and 2002, and what proportion was used for employment and training services?
2. How many individuals did the programs serve? What were the target populations and services associated with each program?
3. How many of these programs track outcome measures? What kinds of measures are they using?

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## Scope and Methodology

- Questionnaire distributed to officials in nine federal agencies between 12/9/2002 and 1/28/2003. Data are self-reported.
- Defined employment and training programs as those specifically designed to
  - help job seekers find employment
  - enhance specific job skills of individuals in order to increase their employability and/or
  - identify job opportunities.
- The programs in the current review include:
  - **Programs from the 2000 report (GAO-01-71)**
    - Included if they were still being funded in fiscal year 2002.
  - **Recent additions**
    - Identified by agency officials.

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## Summary of Findings

- We identified 44 federal programs that provided a range of employment and training services. These programs represent a combined appropriation of about $30 billion in fiscal year 2002. Most of the programs reported using 75 percent or more of their appropriations for employment and training activities.
- The programs reported serving almost 29 million participants, with about three-fourths focusing their services on one primary target population. More programs reported providing employment counseling and job search/job placement activities than any other services.
- All but 2 programs reported tracking at least one outcome measure in fiscal year 2003, most often "entered employment."

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Programs and Funding

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## Nine Agencies Oversee 44 Employment and Training Programs

| Federal agency | Programs in FY 2000 study | Current study | | |
|---|---|---|---|---|
| | | Discontinued programs | Newly identified programs | Total programs in FY 2002 |
| Agriculture | 1 | 0 | 0 | 1 |
| Defense | 0 | 0 | 1 | 1 |
| Education | 11 | 0 | 2 | 13 |
| Health and Human Services | 6 | 0 | 0 | 6 |
| Housing and Urban Development | 1 | 0 | 0 | 1 |
| Interior | 3 | 0 | 0 | 3 |
| Justice | 0 | 0 | 1 | 1 |
| Labor | 17 | 6 | 6 | 17 |
| Veterans Administration | 1 | 0 | 0 | 1 |
| **Total** | **40** | **6** | **10** | **44** |

Source: GAO analysis.

*(See appendix II for a full list of programs in the current review.)*

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Programs and Funding

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## Overall 2002 Funding Levels for Programs Providing Employment and Training Are Comparable to 1999

The 44 programs in the current review had a combined appropriation of:

- $30.026 billion in 2002
- $30.588 billion in 2001

- The 40 programs we reviewed in 2000 had a combined appropriation of:
  - $29.251 billion in 2000
  - $30.920 billion in 1999

- 34 programs were included in both reviews and had combined appropriations of:
  - $26.453 billion in 2002
  - $26.099 billion in 1999

*(See appendix III for the appropriations of each program in the current review.)*

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Programs and Funding

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## Appropriations Have Increased for About Half of Programs That Provide Employment and Training

- **Net change:**
  - Total appropriations increased 1.9 percent between FY 2001 and FY 2002.
- **Program-by-program changes:**
  - Twenty-three programs (or 53 percent) reported an increase in total appropriations between 2001 and 2002,
    - 10 programs increased 5 percent or more, and
    - 13 programs increased 1 to 5 percent.
  - Sixteen programs reported no change.
  - Four programs reported a decrease.
  - Between 1999 and 2002, appropriations increased for 24 of the 34 programs that spanned both reviews.

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Programs and Funding

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## Employment and Training Was a Major Focus for Most Programs

- Forty of the 44 programs could estimate the amount spent on employment and training services in 2001; 39 programs could provide estimates for 2002.[a]
  - Thirty-five programs spent at least 75 percent of their funds on employment and training activities in both years.
    - In 2001, 26 programs spent 100 percent.
    - In 2002, 25 programs spent 100 percent.
  - Two programs spent 30 percent or less of their 2002 appropriations for employment and training activities.
    - Refugee Assistance—Voluntary Agency Programs
    - Migrant Education—High School Equivalency Program

[a]Two of the programs that were unable to estimate the amount obligated for employment and training in this review had appropriations exceeding $1 billion. Temporary Assistance for Needy Families (TANF) reported appropriations of $17 billion for FY 2002, and Vocational Education—Basic Grants to States reported appropriations of $1.2 billion for FY 2002.

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Programs and Funding

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## Six Programs Accounted for Most of the Employment & Training Spending in Both Fiscal Years 1999 and 2001

- In 2001, six programs accounted for 73 percent of the $12.657 billion used for employment and training services.
- In 1999, six programs accounted for 64 percent of the $11.720 billion used for employment and training services.
- Of the six programs identified in 2001,
  - three were the same as in 1999—State Vocational Rehabilitation Services, Job Corps, and Temporary Assistance to Needy Families (TANF) grants, and
  - three were new Workforce Investment Act (WIA) programs that replaced Job Training Partnership Act (JTPA) programs.

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Participants and Services

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## Number of Participants Served Varied Greatly

- Forty-one of the 44 programs in the current review could provide a count of the number of participants served.
  - Overall, almost 29 million participants were served.
  - The number of participants ranged from 113 to just over 19 million.
  - A majority of programs (59% or 24 of the 41) served between 5,000 and 500,000 participants.
- In 1999, 39 of the 40 programs could provide a count of participants served.
  - The number of participants ranged from 318 to 12,000,000.
  - A majority of programs (46% or 18 of the 39) served between 5,000 and 500,000 participants.

*(See appendix IV for a list of the number of participants served by each program.)*

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Participants and Services

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## Most of the Programs Identified a Primary Target Population

- Most of the programs targeted participants from certain populations.
  - In 2002, 34 of the 44 programs (or 77 percent) reported focusing services on one primary target population.
  - In 1999, 33 of the 40 programs (or 83 percent) reported focusing services on one primary target population.

*(See appendix VII for a complete list of the population groups served by each program.)*

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Participants and Services

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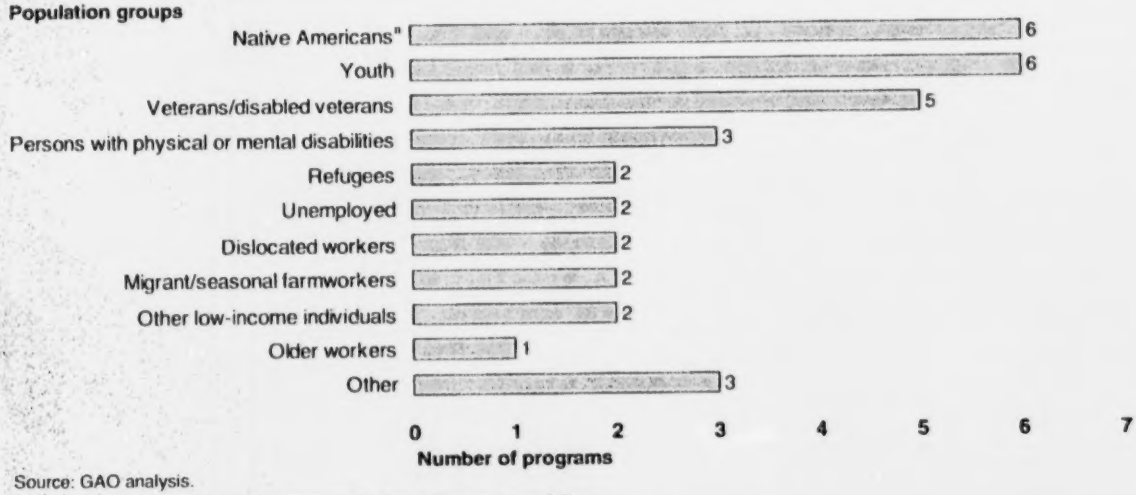
# Programs Targeted a Range of Populations

**Primary target populations identified by programs, FY 2002**




Source: GAO analysis.
[a]Category includes American Indians and all other indigenous populations.

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Participants and Services

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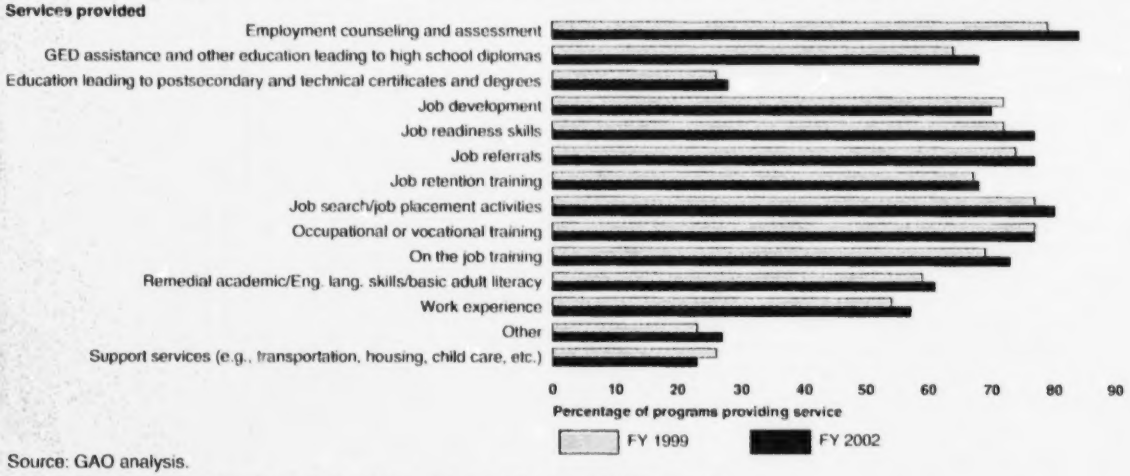
# Programs Provide a Range of Services

**Services provided by all employment and training programs, fiscal years 1999 and 2002**




Source: GAO analysis.

Note: Each program could provide multiple services; columns will not sum to 100 percent.

*(See appendix VIII for a complete list of the services provided by each program.)*

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Participants and Services

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## More Programs Focused on Disadvantaged in 2002

- In fiscal year 1999, 15 programs required participants to be economically disadvantaged.
  - Five of those programs have been discontinued or replaced.
- Seventeen programs required participants to be economically disadvantaged in fiscal year 2002.
  - Eight programs were the same as reported for 1999.
  - Six programs were in the earlier review, but did not require participants to be disadvantaged at that time.
  - One youth program replaced 2 youth programs.
  - One program was newly identified in this review.

*(See appendix V for a list of programs requiring beneficiaries to be disadvantaged in 1999 and 2002.)*

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Outcome Measures

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## Nearly All Programs Track Outcome Measures

- Nearly all of the programs we surveyed reported tracking at least one employment-related outcome measure (39 in FY 2002; 41 in FY 2003).
  - Five programs reported that they did not track any outcome measures in 2002.
  - Two programs will not be tracking outcomes in 2003.
    - Food Stamp Employment and Training Program.
    - Grants to States for Incarcerated Youth Offenders.
- Two programs allowed individual grantees to define their own outcome measures, making it difficult to track outcomes at the national level.

*(See appendix VI for more information on programs monitoring outcome measures.)*

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Outcome Measures

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## "Entered Employment" Was the Most Commonly Tracked Outcome Measure

| Outcome measures | Number of programs measuring this outcome in 2002 | Number of programs measuring this outcome in 2003 |
|---|---|---|
| Entered employment | 37 | 38 |
| Employment retention | 23 | 28 |
| Educational/credential attainment | 24 | 24 |
| Wage gain/change | 22 | 22 |
| Other "positive" outcomes | 17 | 18 |
| Customer satisfaction | 11 | 12 |
| Other outcomes | 11 | 12 |
| No outcomes | 5 | 3 |

Source: GAO analysis.

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# Appendix II: Federally Funded Employment and Training Programs by Agency, Fiscal Year 2002

**LABOR**

- Disabled Veterans Outreach Program
- Employment Service
- Homeless Veterans' Reintegration Program
- H-1B Technical Skills Training[a]
- Job Corps
- Local Veterans' Employment Representative Program
- Migrant and Seasonal Farm Workers
- Native American Employment and Training Programs
- Registered Apprenticeship Training
- Responsible Reintegration of Youth Offenders[a]
- Senior Community Service Employment Program
- Trade Adjustment Assistance and NAFTA—Transitional Adjustment Assistance
- Veterans' Workforce Investment Program
- Workforce Investment Act (WIA)
  - WIA Adults[a]
  - WIA Dislocated Workers[a]
  - WIA Youth[a]
- Youth Opportunity Grants[a]

**EDUCATION**

- Adult Education—State Grant Program
- American Indian Vocational Rehabilitation Services
- Grants to States for Incarcerated Youth Offenders
- Migrant and Seasonal Farmworkers Program[a]
- Migrant Education—High School Equivalency Program
- Native American Vocational and Technical Education Program
- Native Hawaiian Vocational Education
- Projects with Industry
- State Supported Employment Services Program
- State Vocational Rehabilitation Services
- Tech Prep Education Program[a]
- Tribally Controlled Post-Secondary Vocational and Technical Institutions
- Vocational Education—Basic Grants to States

**HEALTH AND HUMAN SERVICES**

- Community Services Block Grant
- Community Services Block Grant—Discretionary Awards
- Refugee Assistance—Voluntary Agency Programs
- Refugee and Entrant Assistance—Targeted Assistance
- Temporary Assistance for Needy Families
- Tribal Work Grants[b]

**INTERIOR**

- Indian Employment Assistance
- Indian Job Placement—United Sioux Tribes Development Corporation
- Indian Vocational Training—United Tribes Technical College

**AGRICULTURE**

- Food Stamp Employment and Training Program

**DEFENSE**

- Youth Challenge Program[a]

**HOUSING AND URBAN DEVELOPMENT**

- Opportunities for Youth—Youthbuild Program

**JUSTICE**

- Serious and Violent Offenders Program[a]

**VETERANS**

- Vocational Rehabilitation for Disabled Veterans

Source: GAO analysis.

[a]Program added during current review.

[b]Also known as the Native Employment Works Program.

# Appendix III: Appropriations, Fiscal Year 1999-2003

| Program name | 1999 Appropriation[a] | 2000 Appropriation[a] | 2001 Appropriation[a] | 2002 Appropriation[a] | 2003 Appropriation[a,j] |
|---|---|---|---|---|---|
| Temporary Assistance for Needy Families (TANF) | $ 17,692,000,000 | $ 16,689,000,000 | $ 16,689,175,000 | $ 17,008,625,000 | $ 19,008,625,000 |
| State Vocational Rehabilitation Services | 2,287,128,000 | 2,315,587,000 | 2,375,792,000 | 2,455,385,000 | 2,506,948,000 |
| WIA Dislocated Workers | [b] | 1,589,025,000 | 1,589,025,000 | 1,590,040,000 | 1,461,145,495 |
| Job Corps | 1,308,000,000 | 1,358,000,000 | 1,399,148,000 | 1,458,732,000 | 1,522,240,700 |
| Vocational Education--Basic Grants to States | 1,013,128,950 | 1,032,003,440 | 1,075,360,000 | 1,153,568,000 | 1,513,170,925 |
| WIA Youth | [b] | 1,240,965,000 | 1,127,965,000 | 1,127,965,000 | 994,458,728 |
| WIA Adults | [b] | 950,000,000 | 950,000,000 | 950,000,000 | 898,778,000 |
| Employment Service | 761,700,000 | 761,700,000 | 761,735,000 | 761,735,000 | 756,783,723 |
| Community Services Block Grant | 499,828,821 | 527,700,000 | 599,991,000 | 649,967,000 | 645,762,085 |
| Adult Education--State Grant Program | 365,000,000 | 441,916,000 | 540,000,000 | 575,000,000 | 571,262,500 |
| Vocational Rehabilitation for Disabled Veterans | 483,690,000 | 499,016,000 | 510,421,000 | 560,100,000 | [c] |
| Senior Community Service Employment Program | 440,200,000 | 440,200,000 | 440,200,000 | 445,000,000 | 442,306,200 |
| Trade Adjustment Assistance and NAFTA--Transitional Adjustment Assistance | 360,700,000 | 415,150,000 | 406,550,000 | 415,650,000 | 972,000,000 |
| Food Stamp Employment and Training Program | 269,354,000 | 329,904,000 | 353,000,000 | 253,000,000 | 110,000,000 |
| Youth Opportunity Grants | [b] | [b] | 250,000,000 | 225,000,000 | 42,442,320 |
| Tech Prep Education Program | [b] | [b] | 106,000,000 | 108,000,000 | 107,298,000 |
| Disabled Veterans Outreach Program | 80,040,000 | 80,215,000 | 81,615,000 | 81,365,000 | 82,078,003 |
| Migrant and Seasonal Farmworkers (Labor) | 71,517,000 | 74,195,000 | 76,770,000 | 80,770,000 | 77,330,066 |
| Local Veterans' Employment Representative Program | 77,078,000 | 77,253,000 | 77,253,000 | 77,253,000 | 77,744,356 |
| Opportunities for Youth--Youthbuild Program | 39,600,000 | 40,000,000 | 60,000,000 | 65,000,000 | 65,000,000 |
| Youth Challenge Program | [b] | [b] | 62,500,000 | 62,500,000 | 64,850,000 |

| Program name | 1999 Appropriation[a] | 2000 Appropriation[a] | 2001 Appropriation[a] | 2002 Appropriation[a] | 2003 Appropriation[a,j] |
|---|---|---|---|---|---|
| Native American Employment and Training Programs | 69,639,842 | 68,814,475 | 55,000,000 | 57,000,000 | 55,636,000 |
| Responsible Reintegration of Youth Offenders | [b] | [b] | 55,000,000 | 55,000,000 | 54,642,500 |
| Refugee Assistance--Voluntary Agency Programs | 43,100,000 | 53,600,000 | 59,214,000 | 54,000,000 | 49,000,000 |
| Refugee and Entrant Assistance--Targeted Assistance | 49,477,000 | 49,477,000 | 49,477,000 | 49,477,000 | 49,155,400 |
| The State Supported Employment Services Program | 38,152,000 | 38,152,000 | 38,152,000 | 38,152,000 | 37,904,000 |
| Community Services Block Grant--Discretionary Awards | 26,560,000 | 26,560,000 | 29,855,000 | 33,976,000 | 32,284,692 |
| American Indian Vocational Rehabilitation Service Program | 17,283,000 | 23,390,000 | 23,998,000 | 25,998,000 | 26,544,000 |
| Migrant Education--High School Equivalency Program | 9,000,000 | 15,000,000 | 20,000,000 | 23,000,000 | 23,347,250 |
| Projects with Industry | 22,071,000 | 22,071,000 | 22,071,000 | 22,071,000 | 21,928,000 |
| Registered Apprenticeship Training | 17,660,000 | 19,141,000 | 21,000,000 | 21,000,000 | 20,698,579 |
| Homeless Veterans' Reintegration Program | 3,000,000 | 9,636,000 | 17,500,000 | 18,250,000 | 18,131,375 |
| Grants to States for Incarcerated Youth Offenders | 12,000,000 | 14,000,000 | 17,000,000 | 17,000,000 | 18,379,750 |
| Serious and Violent Offenders Program | [b] | [b] | 29,934,000 | 14,934,000 | 14,836,929 |
| Native American Vocational and Technical Education Program | 12,883,125 | 13,195,625 | 13,750,000 | 14,750,000 | 14,902,500 |
| Indian Employment Assistance | 10,859,000 | 17,724,845 | 8,775,000 | 9,042,000 | [i] |
| Tribal Work Grants | 1,700,000 | 1,700,000 | 7,633,287 | 7,633,287 | 7,633,287[k] |
| Veterans' Workforce Investment Program | 7,300,000 | 7,300,000 | 7,300,000 | 7,550,000 | $ 7,376,738 |
| Tribally Controlled Postsecondary Vocational and Technical Institutions | 4,100,000 | 4,600,000 | 5,600,000 | 6,500,000 | 6,954,500 |

| Program name | 1999 Appropriation[d] | 2000 Appropriation[d] | 2001 Appropriation[e] | 2002 Appropriation[e] | 2003 Appropriation[e,j] |
|---|---|---|---|---|---|
| Indian Vocational Training--United Tribes Technical College | 2,370,000 | 2,370,000 | 2,424,654 | 3,000,000 | [g] |
| Native Hawaiian Vocational Education | 2,576,625 | 2,639,125 | 2,639,125 | 2,750,000 | 2,980,500 |
| Migrant and Seasonal Farmworkers Program (Edcation) | [a] | [a] | 2,350,000 | 2,350,000 | 2,335,000 |
| Indian Job Placement--United Sioux Tribes Development Corporation | 107,000 | [c] | 106,675 | 250,000 | [g] |
| H-1B Technical Skills Training | [a] | [a] | [b] | [b] | 97,625,000 |
| **Total appropriations** | **$26,098,803,363** | **$29,251,200,510** | **$30,026,279,741** | **$30,588,438,287** | **$37,482,520,101** |

Source: GAO analysis.

[a]Not included in the last review.

[b]This program is funded by service fees.

[c]Not funded in fiscal year 2000.

[d]Appropriations information obtained from GAO-01-71.

[e]Appropriations information provided by agency officials.

[f]This figure represents only the portion of the program's funding that comes from the Department of Justice.

[g]Agency officials unable to provide appropriations information.

[h]Program's authorization expired after FY 2002. Continuing resolutions provide appropriations for the first three quarters of FY 2003 at FY 2002 levels, and program officials anticipate that the full year's funding will be $7,633,287.

[i]FY 2003 figures include recision where applicable.

# Appendix IV: Estimated Number of Program Participants Who Received Employment and Training Services

| Program | Fiscal year 1999 | Fiscal year 2002[a] |
|---|---|---|
| Employment Service | 12,000,000 | 19,016,071 |
| Adult Education--State Grant Program | 4,020,000 | 2,673,692 |
| Vocational Education--Basic Grants to States | 4,000,000[b] | 1,330,404[b] |
| State Vocational Rehabilitation Services | 1,200,000c | 1,300,000[f] |
| Food Stamp Employment and Training Program | 700,000 | 712,000 |
| Temporary Assistance for Needy Families (TANF) | 875,000 | 605,497[f] |
| Local Veterans' Employment Representative Program | 498,401 | 523,534 |
| Registered Apprenticeship Training | 411,000 | 488,000 |
| Disabled Veterans Outreach Program | 498,655 | 459,814 |
| WIA Adults | Not included | 392,194 |
| WIA Youth | Not included | 373,074 |
| WIA Dislocated Workers | Not included | 330,439 |
| Community Services Block Grant--Discretionary Awards | 2,000 | 213,764[d,h] |
| Senior Community Service Employment Program | 101,000 | 107,000[f] |
| Vocational Rehabilitation for Disabled Veterans | 52,000 | 69,634 |
| Job Corps | 70,685 | 67,800 |
| Youth Opportunity Grants | Not included | 42,000 |
| Trade Adjustment Assistance and NAFTA--Transitional Adjustment Assistance | 30,000 | 40,000 |
| Migrant and Seasonal Farmworkers (Labor) | 42,200 | 36,700 |
| Refugee and Entrant Assistance--Targeted Assistance | 46,600 | 25,000[b] |
| H-1B Technical Skills Training | Not included | 24,899 |
| Refugee Assistance--Voluntary Agency Programs | 24,000 | 23,400 |
| Native American Employment and Training Programs | 19,367 | 18,590[f] |
| Grants to States for Incarcerated Youth Offenders | 3,000 | 14,390[f] |
| Homeless Veterans' Reintegration Project | 4,136 | 12,142 |
| Projects with Industry | 13,945 | 12,000 |
| The State Supported Employment Services Program | 37,008 | 10,254[f,h] |
| Tribal Work Grants | 21,761 | 10,000[g,h] |
| Migrant and Seasonal Farmworkers Program (Education) | Not included | 9,500[h] |
| Migrant Education--High School Equivalency Program | 1,600 | 7,000 |
| Youth Challenge Program | Not included | 6,500 |
| Responsible Reintegration of Youth Offenders | Not included | 5,000[f] |
| Veterans' Workforce Investment Program | 3,615 | 4,600[h] |
| American Indian Vocational Rehabilitation Service Program | 3,200 | 4,473[f] |
| Opportunities for Youth--Youthbuild Program | 2,767 | 3,729 |
| Indian Employment Assistance | 3,200 | 3,724[g] |
| Native American Vocational and Technical Education Program | 1,788 | 2,920[h] |
| Native Hawaiian Vocational Education | 318 | 1,024 |
| Tribally Controlled Postsecondary Vocational and Technical Institutions | 500 | 780 |

| Program | Fiscal year 1999 | Fiscal year 2002[a,] |
|---|---|---|
| Indian Vocational Training--United Tribes Technical College | 559 | 734 |
| Indian Job Placement--United Sioux Tribes Development Corporation | 3,683 | 113 |
| Tech Prep Education Program | Not included | [d] |
| Serious and Violent Offenders Program | Not included | [d] |
| Community Services Block Grant | [d] | [d] |

Source: FY 2002 figures provided by agency officials; FY 1999 figures obtained from GAO-01-71.

[a]FY 2002 unless otherwise noted.

[b]This number includes only individuals participating in postsecondary vocational and technical educational institutions.

[c]This number includes the 37,008 individuals participating in the State Supported Employment Services Program.

[d]Program officials were unable to provide an estimate of the number of individuals who received employment and traning services.

[e]This estimate includes both the Community Economic Development Program and the Rural Facilities Program, whereas the FY 1999 estimate did not.

[f]This figure may undercount participants, as it represents only those participants who have actually obtained employment.

[g]Tribes participating in P.L. 102-477 using Employment Assistance funds are not included in this figure.

[h]This estimate represents a period prior to FY 2001.

[i]Most programs reported participants served for FY 2002, with the exception of certain Labor programs that collect data by program year rather than fiscal year. Other exceptions are noted.

[j]This estimate represents participants served in FY 2001.

[k]This estimate was derived by adding the number of participants in "separate" Tribal Work Grants programs and an estimate of the number served with Tribal Work Grants funds in P.L. 102-477 projects.

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# Appendix V: Programs Requiring Beneficiaries to be Economically Disadvantaged in Fiscal Year 1999 or 2002

| Program name | Programs requiring beneficiaries to be economically disadvantaged | |
|---|---|---|
| | Fiscal year 1999 | Fiscal year 2002 |
| **Department of Labor** | | |
| Homeless Veterans Reintegration Project | ✓ | ✓ |
| Job Corps | ✓ | ✓ |
| JTPA Adult Training (Title II-A) | ✓ | Discontinued program |
| JTPA Summer Youth E&T (Title II-B) | ✓ | Discontinued program |
| JTPA Youth Training (Title II-C) | ✓ | Discontinued program |
| Migrant and Seasonal Farm Workers | ✓ | ✓ |
| Senior Community Services Employment Program | ✓ | ✓ |
| Welfare-to-Work Grants to Federally Recognized Tribes and Alaska Natives | ✓ | Discontinued program |
| Welfare-to-Work Grants to States and Localities | ✓ | Discontinued program |
| WIA Youth | Not yet implemented | ✓ |
| **Department of Education** | | |
| Migrant Education—High School Equivalency | ✓ | |
| Vocational Education—Basic Grants to States | Did not require | ✓ |
| Tech Prep Education Program | Not included in 1999 review | ✓ |
| Tribally Controlled Postsecondary and Technical Institutions | Did not require | ✓ |
| Grants to States for Incarcerated Youth Offenders | Did not require | ✓ |
| **Department of Health and Human Services** | | |
| Temporary Assistance for Needy Families (TANF) | ✓ | ✓ |
| Refugee Assistance—Voluntary Agency Programs | ✓ | ✓ |
| Community Services Block Grant | ✓ | ✓ |
| Community Services Block Grant—Discretionary Awards | Did not require | ✓ |
| **Department of Agriculture** | | |
| Food Stamp Employment and Training Program | ✓ | ✓ |
| **Department of Interior/Bureau of Indian Affairs** | | |
| Indian Vocational Training—United Tribes Technical College | Did not require | ✓ |
| Indian Job Placement—United Sioux Tribes Development Corporation | Did not require | ✓ |
| **Department of Housing and Urban Development** | | |
| Opportunities for Youth—Youthbuild | ✓ | ✓ |

Source: GAO analysis.

# Appendix VI: Outcome Measures

While some employment and training programs have been monitoring outcomes over a period of time, the Office of Management and Budget (OMB) has recently issued a proposal that would require many federally funded employment and training programs to track four common outcome measures each for youth or adult programs in fiscal year 2004. Table 1 outlines OMB's proposed measures.

**Table 1: OMB's Common Measures for Employment and Training Programs**

| Youth programs | Adult programs |
|---|---|
| • Placement in employment, education, or the military | • Entered employment |
| • Attainment of a degree or certificate | • Retention in employment |
| • Literacy and numeracy gains | • Earnings Increase |
| • Efficiency (annual appropriation per participant) | • Efficiency |

Source: Information provided by agency officials.

Federal agencies provided information on selected outcomes that they currently track for each of their programs. Table 2 lists information on which programs are currently tracking performance measures similar to those proposed by OMB. Our questionnaire did not collect information on an efficiency measure.

Table 2 also identifies the programs that will be reviewed using the Program Assessment Rating Tool (PART) during the fiscal year 2004 budget cycle. PART is a new evaluation instrument that links a program's performance to its budget. The administration plans to review approximately one-fifth of all federal programs every year, to ensure that every program will have been evaluated using PART by the time of the 2008 budget submission.

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**Table 2: Programs' Outcome Tracking Requirements Under OMB's Common Measures Initiative and Outcome Measures Tracked by the Programs in Fiscal Year 2003**

| Employment and training programs[a] | OMB's Common Measures Initiative? | Measures tracked by program in fiscal year 2003 | | | | | Programs Identified Under PART |
|---|---|---|---|---|---|---|---|
| | | Entered employment | Employment Retention | Wage gain/change | Educational/ credential attainment | Other "positive outcomes"[b] | |
| **Labor** | | | | | | | |
| Disabled Veterans' Outreach Program | Yes | ✓ | ✓ | | | | |
| Employment Service | Yes | ✓ | ✓ | | | | |
| Homeless Veterans' Reintegration Program | Yes | ✓ | ✓ | | | | |
| H-1B Technical Skills Training | Yes | ✓ | ✓ | ✓ | ✓ | | |
| Job Corps | Yes | ✓ | ✓ | ✓ | ✓ | ✓ | |
| Local Veterans' Employment Representative Program | Yes | ✓ | ✓ | | | | |
| Migrant and Seasonal Farm Workers | Yes[c] | ✓ | ✓ | ✓ | | | |
| Native American Employment and Training Programs | Yes | ✓ | | ✓ | ✓ | ✓ | |
| Registered Apprenticeship Training | No | ✓ | ✓ | ✓ | ✓ | | |
| Responsible Reintegration of Youth Offenders | Yes | ✓ | ✓ | | ✓ | ✓ | |
| Senior Community Service Employment Program | Yes | ✓ | ✓ | ✓ | | | |
| Trade Adjustment Assistance and NAFTA—Transitional Adjustment Assistance | Yes | ✓ | ✓ | ✓ | | | ✓ |
| Veterans Workforce Investment Program | Yes | ✓ | ✓ | | | | |
| WIA Adults | Yes | ✓ | ✓ | ✓ | ✓ | | |
| WIA Dislocated Workers | Yes | ✓ | ✓ | ✓ | ✓ | | ✓ |
| WIA Youth | Yes | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Youth Opportunity Grants | Yes | ✓ | ✓ | ✓ | ✓ | ✓ | |
| **Education** | | | | | | | |
| Adult Education – State Grant Program | No | ✓ | ✓ | | ✓ | ✓ | ✓ |

| Employment and training programs[a] | OMB's Common Measures Initiative? | Measures tracked by program in fiscal year 2003 | | | | | Programs Identified Under PART |
|---|---|---|---|---|---|---|---|
| | | Entered employment | Employment Retention | Wage gain/change | Educational/ credential attainment | Other "positive outcomes"[b] | |
| American Indian Vocational Rehabilitation Services | Yes | ✓ | | ✓ | | | ✓ |
| Grants to States for Incarcerated Youth Offenders | Yes | | | | | | |
| Migrant and Seasonal Farmworkers Program | Yes | ✓ | ✓ | | | | |
| Migrant Education – High School Equivalency Program | No | ✓ | | | ✓ | ✓ | |
| Native American Vocational and Technical Education Program | No | ✓ | | | ✓ | ✓ | |
| Native Hawaiian Vocational Education | No | ✓ | | | ✓ | ✓ | |
| Projects with Industry | Yes | ✓ | ✓ | ✓ | | | |
| State Supported Employment Services Program | Yes | ✓ | ✓ | ✓ | | | |
| State Vocational Rehabilitation Services | Yes | ✓ | | ✓ | | | ✓ |
| Tech Prep Education Program | Yes | ✓ | ✓ | | ✓ | ✓ | ✓ |
| Tribally Controlled Post-Secondary Vocational and Technical Institutions | Yes | | | | ✓ | | ✓ |
| Vocational Education—Basic Grants to States | Yes | ✓ | ✓ | | ✓ | ✓ | ✓ |
| **Health and Human Services** | | | | | | | |
| Community Services Block Grant | No | ✓ | ✓ | ✓ | ✓ | ✓ | |
| Community Services Block Grant – Discretionary Awards | No | | | | | | |
| Refugee Assistance – Voluntary Agency Programs | No | ✓ | ✓ | ✓ | | | |
| Refugee and Entrant Assistance – Targeted Assistance | No | ✓ | ✓ | ✓ | | | ✓ |
| Temporary Assistance for Needy Families | Yes | ✓ | ✓ | ✓ | | | |

| Employment and training programs[a] | OMB's Common Measures Initiative? | Measures tracked by program in fiscal year 2003 | | | | | Programs Identified Under PART |
|---|---|---|---|---|---|---|---|
| | | Entered employment | Employment Retention | Wage gain/change | Educational/ credential attainment | Other "positive outcomes"[b] | |
| Tribal Work Grants | No | ✓ | ✓ | ✓ | ✓ | ✓ | |
| **Bureau of Indian Affairs** | | | | | | | |
| Indian Employment Assistance | No[d] | ✓ | ✓ | | ✓ | ✓ | |
| Indian Job Placement—United Sioux Tribes Development Corporation | Yes | ✓ | ✓ | ✓ | ✓ | ✓ | |
| Indian Vocational Training—United Tribes Technical College | Yes | ✓ | ✓ | ✓ | ✓ | ✓ | |
| **Agriculture** | | | | | | | |
| Food Stamp Employment and Training Program | No | | | | | | |
| **Defense** | | | | | | | |
| Youth Challenge Program | No | ✓ | | | ✓ | ✓ | |
| **Housing and Urban Development** | | | | | | | |
| Opportunities for Youth—Youthbuild Program | Yes | ✓ | | ✓ | ✓ | ✓ | |
| **Justice** | | | | | | | |
| Serious and Violent Offenders Program | No | | | | | | |
| **Veterans Affairs** | | | | | | | |
| Vocational Rehabilitation for Disabled Veterans | Yes | ✓ | ✓ | ✓ | ✓ | | |

Source: GAO analysis, budget documents and information provided by OMB officials.

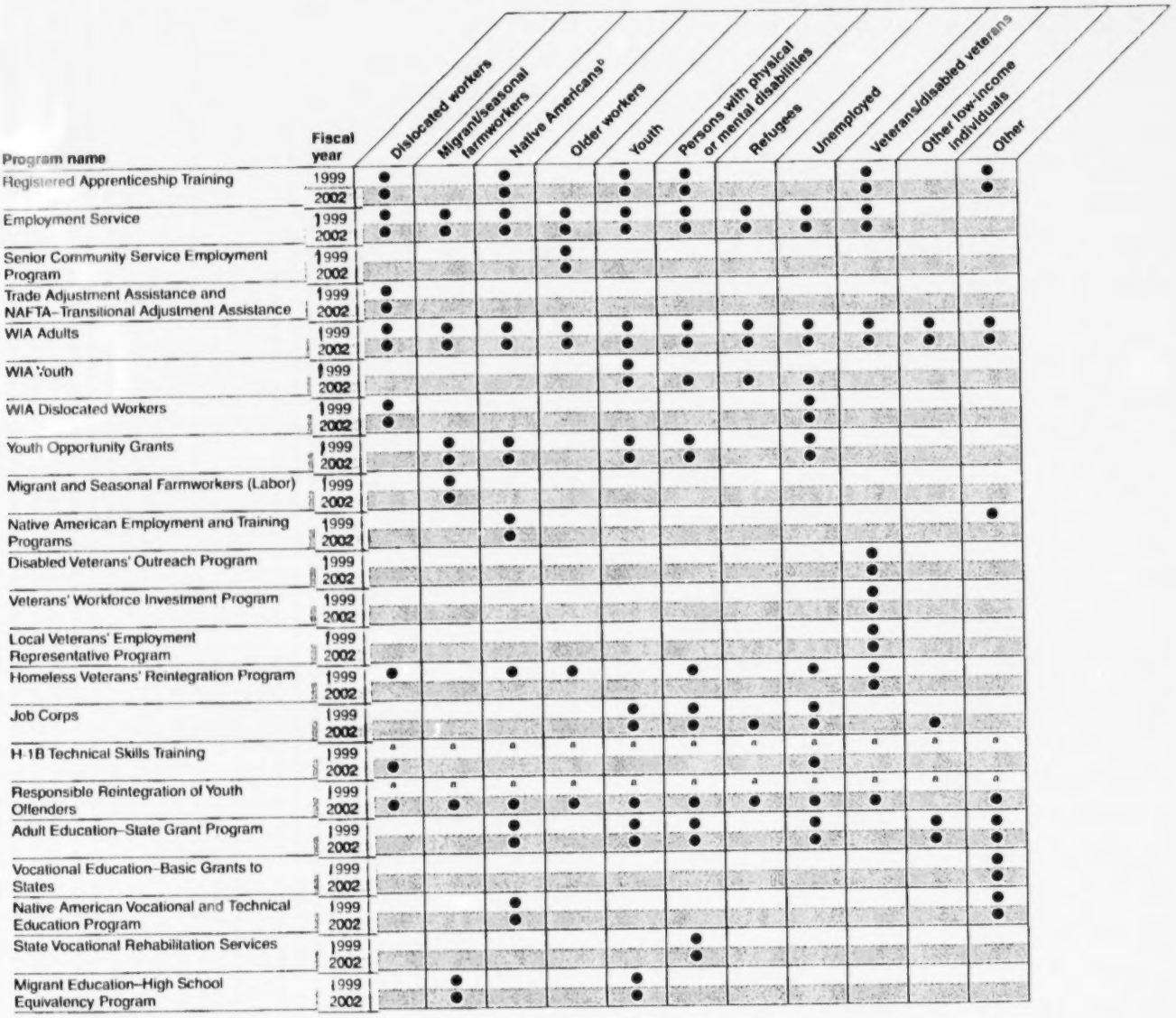
[a]Program titles in use as of fiscal year 2002.

[b]"Other positive outcomes" refers to outcomes such as entering the military, postsecondary education, or other vocational training program.

[c]If the program continues to be funded, they will track outcome measures in keeping with OMB's common measures inititive.

[d]According to program officials, in the future this program will collect data under OMB's common performance measures.

# Appendix VII: Population Groups Served by Employment and Training Programs



| Program name | Fiscal year | Dislocated workers | Migrant/seasonal farmworkers | Native Americans | Older workers | Youth | Persons with physical or mental disabilities | Refugees | Unemployed | Veterans/disabled veterans | Other low-income individuals | Other |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| The State Supported Employment Services Program | 1999 | | | | | | ● | | | | | |
| | 2002 | | | | | | ● | | | | | |
| Projects with Industry | 1999 | ● | | | | | ● | | ● | | ● | |
| | 2002 | ● | | | | | ● | | ● | | ● | |
| Tech Prep Education Program | 1999 | [a] | [a] | [a] | [a] | [a] | [a] | [a] | [a] | [a] | [a] | [a] |
| | 2002 | | | | | | | | | | | ● |
| Tribally Controlled Postsecondary Vocational and Technical Institutions | 1999 | | | ● | | | | | | | | ● |
| | 2002 | | | ● | | | | | | | | ● |
| American Indian Vocational Rehabilitation Service Program | 1999 | | | ● | | | ● | | ● | | | |
| | 2002 | | | ● | | | ● | | ● | | | |
| Native Hawaiian Vocational Education | 1999 | | | | | | | | | | | ● |
| | 2002 | | | | | | | | | | | ● |
| Grants to States for Incarcerated Youth Offenders | 1999 | | | | | ● | | | | | | |
| | 2002 | | | | | ● | | | | | | |
| Migrant and Seasonal Farmworkers Program (Education) | 1999 | | ● | | | | | | | | | |
| | 2002 | | ● | | | | | | | | | |
| Temporary Assistance for Needy Families (TANF) | 1999 | ● | ● | ● | ● | ● | ● | ● | ● | ● | | ● |
| | 2002 | ● | ● | ● | ● | ● | ● | ● | ● | ● | | ● |
| Refugee Assistance–Voluntary Agency Programs | 1999 | | | | | | | ● | ● | | | ● |
| | 2002 | | | | | | | ● | ● | | | ● |
| Community Services Block Grant | 1999 | ● | ● | ● | ● | ● | ● | ● | ● | ● | ● | |
| | 2002 | ● | ● | ● | ● | ● | ● | ● | ● | ● | ● | |
| Community Services Block Grant–Discretionary Awards | 1999 | ● | ● | ● | ● | ● | ● | | ● | ● | ● | |
| | 2002 | ● | ● | ● | ● | ● | ● | | ● | ● | ● | |
| Refugee and Entrant Assistance–Targeted Assistance | 1999 | | | | | | | ● | | | | ● |
| | 2002 | | | | | | | ● | | | | |
| Tribal Work Grants | 1999 | ● | | ● | ● | ● | ● | | ● | ● | ● | ● |
| | 2002 | ● | | ● | ● | ● | ● | | ● | ● | ● | ● |
| Food Stamp Employment and Training Program | 1999 | ● | ● | ● | | | | | ● | ● | | ● |
| | 2002 | ● | ● | ● | | | | | ● | ● | ● | ● |
| Opportunities for Youth–Youthbuild Program | 1999 | | | | | ● | | | | | | |
| | 2002 | | | | | ● | ● | | ● | | | ● |
| Indian Vocational Training–United Tribes Technical College | 1999 | | | ● | | | | | | | | |
| | 2002 | | | ● | | | ● | | ● | | | |
| Indian Job Placement–United Sioux Tribes Development Corporation | 1999 | | | ● | | | | | | ● | | |
| | 2002 | ● | | ● | ● | | ● | | ● | | | |
| Indian Employment Assistance | 1999 | ● | ● | ● | ● | ● | ● | | ● | ● | | |
| | 2002 | ● | ● | ● | ● | ● | ● | | ● | ● | | |
| Vocational Rehabilitation for Disabled Veterans | 1999 | | | | | | | | | ● | | |
| | 2002 | | | | | | | | | ● | | |
| Serious and Violent Offenders Program | 1999 | [a] | [a] | [a] | [a] | [a] | [a] | [a] | [a] | ● | | [a] |
| | 2002 | | | ● | | ● | ● | | | [a] | | ● |
| Youth Challenge Program | 1999 | [a] | [a] | [a] | [a] | [a] | [a] | [a] | [a] | ● | | [a] |
| | 2002 | | | ● | | ● | | | ● | [a] | | |

Source: Population groups served, as reported by agency officials.

[a]Program not included in last review.

[b]Category includes American Indians and all other indigenous populations.

# Appendix VIII: Services Provided by Employment and Training Programs

| Program name | Fiscal year | Employment counseling and assessment | GED[a] assistance and other education leading to high school diplomas | Education leading to post-secondary and technical certificates and degrees | Job development | Job readiness skills | Job referrals | Job retention training |
|---|---|---|---|---|---|---|---|---|
| Registered Apprenticeship Training | 1999 | | | ● | | ● | ● | ● |
| | 2002 | | | ● | | ● | ● | ● |
| Employment Service | 1999 | ● | | | ● | | ● | |
| | 2002 | ● | | | ● | ● | ● | |
| Senior Community Service Employment Program | 1999 | ● | ● | | ● | ● | ● | ● |
| | 2002 | ● | ● | | ● | ● | ● | ● |
| Trade Adjustment Assistance and NAFTA–Transitional Adjustment Assistance | 1999 | | ● | | | | | ● |
| | 2002 | ● | ● | | | | | ● |
| WIA Adults | 1999 | ● | ● | | ● | ● | ● | ● |
| | 2002 | ● | ● | | ● | ● | ● | ● |
| WIA Youth | 1999 | ● | ● | | | | | |
| | 2002 | ● | ● | | | ● | ● | ● |
| WIA Dislocated Workers | 1999 | ● | ● | | ● | ● | ● | ● |
| | 2002 | ● | ● | | ● | ● | ● | ● |
| Youth Opportunity Grants | 1999 | ● | ● | | ● | ● | ● | ● |
| | 2002 | ● | ● | | ● | ● | ● | ● |
| Migrant and Seasonal Farmworkers (Labor) | 1999 | ● | ● | | | | ● | |
| | 2002 | ● | ● | | ● | ● | ● | ● |
| Native American Employment and Training Programs | 1999 | ● | ● | | ● | ● | ● | |
| | 2002 | ● | ● | | ● | ● | ● | |
| Disabled Veterans' Outreach Program | 1999 | ● | | | ● | ● | ● | ● |
| | 2002 | ● | | | ● | ● | ● | ● |
| Veterans' Workforce Investment Program | 1999 | ● | | | ● | ● | ● | ● |
| | 2002 | ● | | | ● | ● | ● | ● |
| Local Veterans' Employment Representative Program | 1999 | ● | | | ● | ● | ● | ● |
| | 2002 | ● | | | ● | ● | ● | ● |
| Homeless Veterans' Reintegration Program | 1999 | ● | | | ● | ● | ● | ● |
| | 2002 | ● | | | ● | ● | ● | ● |
| Job Corps | 1999 | ● | ● | | ● | ● | ● | ● |
| | 2002 | ● | ● | | ● | ● | ● | ● |
| H-1B Technical Skills Training | 1999 | [b] | [b] | [b] | [b] | [b] | [b] | [b] |
| | 2002 | ● | | | | | ● | |
| Responsible Reintegration of Youth Offenders | 1999 | [b] | [b] | [b] | [b] | [b] | [b] | [b] |
| | 2002 | ● | ● | | ● | ● | ● | ● |
| Adult Education–State Grant Program | 1999 | | ● | | | | | |
| | 2002 | | ● | | | | | |
| Vocational Education–Basic Grants to States | 1999 | ● | ● | ● | | ● | | |
| | 2002 | ● | ● | ● | | ● | | |
| Native American Vocational and Technical Education Program | 1999 | | ● | ● | | | | |
| | 2002 | ● | ● | ● | | | ● | |
| State Vocational Rehabilitation Services | 1999 | ● | | ● | ● | ● | ● | ● |
| | 2002 | ● | ● | ● | ● | ● | ● | ● |
| Migrant Education–High School Equivalency Program | 1999 | ● | ● | | | | | |
| | 2002 | ● | ● | | | | | |

| Program name | Fiscal year | Job search/job placement activities | Occupational or vocational training | On-the-job training | Remedial academic/ English lang./basic adult literacy | Work experience | Support services | Other |
|---|---|---|---|---|---|---|---|---|
| Registered Apprenticeship Training | 1999 | | ● | ● | | ● | | |
| | 2002 | | ● | ● | | ● | | |
| Employment Service | 1999 | ● | | | | | | |
| | 2002 | ● | | | | | | |
| Senior Community Service Employment Program | 1999 | ● | ● | ● | ● | ● | | |
| | 2002 | ● | ● | ● | ● | ● | | |
| Trade Adjustment Assistance and NAFTA–Transitional Adjustment Assistance | 1999 | ● | ● | ● | ● | | | |
| | 2002 | ● | ● | ● | ● | | | |
| WIA Adults | 1999 | ● | ● | ● | ● | ● | | |
| | 2002 | ● | ● | ● | ● | ● | | |
| WIA Youth | 1999 | | ● | ● | ● | ● | | ● |
| | 2002 | ● | ● | ● | ● | ● | | ● |
| WIA Dislocated Workers | 1999 | ● | ● | ● | ● | ● | | ● |
| | 2002 | ● | ● | ● | ● | ● | | ● |
| Youth Opportunity Grants | 1999 | ● | ● | ● | ● | ● | | ● |
| | 2002 | ● | ● | ● | ● | ● | | ● |
| Migrant and Seasonal Farmworkers (Labor) | 1999 | ● | ● | ● | ● | ● | ● | |
| | 2002 | ● | ● | ● | ● | ● | ● | |
| Native American Employment and Training Programs | 1999 | ● | ● | ● | ● | ● | | |
| | 2002 | ● | ● | ● | ● | ● | | |
| Disabled Veterans' Outreach Program | 1999 | ● | | | | | | |
| | 2002 | ● | | | | | | |
| Veterans' Workforce Investment Program | 1999 | ● | ● | ● | | ● | ● | ● |
| | 2002 | ● | ● | ● | | ● | ● | ● |
| Local Veterans' Employment Representative Program | 1999 | ● | | | | | | |
| | 2002 | ● | | | | | | |
| Homeless Veterans' Reintegration Program | 1999 | ● | ● | ● | ● | ● | ● | |
| | 2002 | ● | ● | ● | ● | ● | ● | |
| Job Corps | 1999 | ● | ● | ● | ● | ● | | |
| | 2002 | ● | ● | ● | ● | ● | | |
| H-1B Technical Skills Training | 1999 | [b] | [b] | [b] | [b] | [b] | [b] | [b] |
| | 2002 | ● | ● | ● | | | | |
| Responsible Reintegration of Youth Offenders | 1999 | [b] | [b] | [b] | [b] | [b] | [b] | [b] |
| | 2002 | ● | ● | ● | ● | ● | | ● |
| Adult Education–State Grant Program | 1999 | | | | ● | | | |
| | 2002 | | | | ● | | | |
| Vocational Education–Basic Grants to States | 1999 | | ● | | | | | |
| | 2002 | | ● | | | | | |
| Native American Vocational and Technical Education Program | 1999 | | ● | | | | | |
| | 2002 | ● | ● | ● | | | | |
| State Vocational Rehabilitation Services | 1999 | ● | ● | ● | | | ● | ● |
| | 2002 | ● | ● | ● | ● | ● | ● | ● |
| Migrant Education–High School Equivalency Program | 1999 | ● | | | | | | |
| | 2002 | ● | | | | | | |

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| Program name | Fiscal year | Employment counseling and assessment | GED[a] assistance and other education leading to high school diplomas | Education leading to post-secondary and technical certificates and degrees | Job development | Job readiness skills | Job referrals | Job retention training |
|---|---|---|---|---|---|---|---|---|
| The State Supported Employment Services Program | 1999 | | | | ● | | | ● |
| | 2002 | | | | ● | | | ● |
| Projects with Industry | 1999 | ● | | | ● | ● | ● | ● |
| | 2002 | ● | | | ● | ● | ● | ● |
| Tech Prep Education Program | 1999 | a | a | a | b | b | b | b |
| | 2002 | ● | ● | ● | | ● | | |
| Tribally Controlled Postsecondary Vocational and Technical Institutions | 1999 | | | ● | | | | |
| | 2002 | | | ● | | | | |
| American Indian Vocational Rehabilitation Service Program | 1999 | ● | ● | ● | ● | ● | ● | ● |
| | 2002 | ● | ● | ● | ● | ● | ● | ● |
| Native Hawaiian Vocational Education | 1999 | | ● | ● | | | | |
| | 2002 | | ● | ● | | | | |
| Grants to States for Incarcerated Youth Offenders | 1999 | ● | | ● | | ● | ● | |
| | 2002 | ● | | ● | | ● | ● | |
| Migrant and Seasonal Farmworkers Program (Education) | 1999 | ● | ● | | ● | ● | ● | ● |
| | 2002 | ● | ● | | ● | ● | ● | ● |
| Temporary Assistance for Needy Families (TANF) | 1999 | ● | ● | | ● | ● | ● | ● |
| | 2002 | ● | ● | | ● | ● | ● | ● |
| Refugee Assistance–Voluntary Agency Programs | 1999 | ● | | | ● | ● | ● | ● |
| | 2002 | ● | | | ● | ● | ● | ● |
| Community Services Block Grant | 1999 | ● | ● | | ● | ● | ● | ● |
| | 2002 | ● | ● | | ● | ● | ● | ● |
| Community Services Block Grant–Discretionary Awards | 1999 | | | | ● | | | |
| | 2002 | | | | ● | | | |
| Refugee and Entrant Assistance–Targeted Assistance | 1999 | ● | | | ● | ● | ● | ● |
| | 2002 | ● | ● | | ● | ● | ● | ● |
| Tribal Work Grants | 1999 | ● | ● | ● | ● | ● | ● | ● |
| | 2002 | ● | ● | ● | ● | ● | ● | ● |
| Food Stamp Employment and Training Program | 1999 | ● | ● | ● | ● | ● | ● | ● |
| | 2002 | ● | ● | ● | ● | ● | ● | ● |
| Opportunities for Youth–Youthbuild Program | 1999 | ● | ● | | ● | ● | ● | |
| | 2002 | ● | ● | | ● | ● | ● | ● |
| Indian Vocational Training–United Tribes Technical College | 1999 | ● | ● | | ● | ● | ● | ● |
| | 2002 | ● | ● | | ● | ● | ● | ● |
| Indian Job Placement–United Sioux Tribes Development Corporation | 1999 | ● | ● | | ● | ● | ● | ● |
| | 2002 | ● | ● | | ● | ● | ● | ● |
| Indian Employment Assistance | 1999 | ● | ● | | ● | ● | ● | ● |
| | 2002 | ● | ● | | ● | ● | ● | ● |
| Vocational Rehabilitation for Disabled Veterans | 1999 | ● | ● | | ● | ● | ● | ● |
| | 2002 | ● | ● | | ● | ● | ● | ● |
| Serious and Violent Offenders Program | 1999 | a | a | a | b | b | b | b |
| | 2002 | | | | | | | |
| Youth Challenge Program | 1999 | a | a | a | b | b | b | b |
| | 2002 | ● | ● | | ● | ● | ● | ● |

| Program name | Fiscal year | Job search/job placement activities | Occupational or vocational training | On-the-job training | Remedial academic/ English lang./basic adult literacy | Work experience | Support services | Other |
|---|---|---|---|---|---|---|---|---|
| The State Supported Employment Services Program | 1999 | | | ● | | | | |
| | 2002 | | | ● | | | | |
| Projects with Industry | 1999 | ● | ● | ● | | ● | | ● |
| | 2002 | ● | ● | ● | ● | ● | | ● |
| Tech Prep Education Program | 1999 | b | b | b | b | b | b | b |
| | 2002 | | ● | | | | | |
| Tribally Controlled Postsecondary Vocational and Technical Institutions | 1999 | | ● | | | | | |
| | 2002 | | ● | | | | | |
| American Indian Vocational Rehabilitation Service Program | 1999 | ● | ● | ● | ● | ● | ● | ● |
| | 2002 | ● | ● | ● | ● | ● | ● | ● |
| Native Hawaiian Vocational Education | 1999 | | | | | | | |
| | 2002 | | | | | | | |
| Grants to States for Incarcerated Youth Offenders | 1999 | ● | ● | | | | | |
| | 2002 | ● | ● | | | | | |
| Migrant and Seasonal Farmworkers Program (Education) | 1999 | ● | ● | ● | ● | ● | | ● |
| | 2002 | ● | ● | ● | ● | ● | | ● |
| Temporary Assistance for Needy Families (TANF) | 1999 | ● | ● | ● | ● | ● | ● | |
| | 2002 | ● | ● | ● | ● | ● | ● | |
| Refugee Assistance–Voluntary Agency Programs | 1999 | ● | | | ● | | ● | |
| | 2002 | ● | | | ● | | ● | |
| Community Services Block Grant | 1999 | ● | ● | ● | ● | ● | ● | |
| | 2002 | ● | ● | ● | ● | ● | ● | |
| Community Services Block Grant–Discretionary Awards | 1999 | | | ● | | | | |
| | 2002 | | | ● | | | | |
| Refugee and Entrant Assistance–Targeted Assistance | 1999 | ● | ● | ● | ● | | ● | |
| | 2002 | ● | ● | ● | ● | | ● | |
| Tribal Work Grants | 1999 | ● | ● | ● | ● | ● | ● | |
| | 2002 | ● | ● | ● | ● | ● | ● | |
| Food Stamp Employment and Training Program | 1999 | ● | ● | ● | ● | ● | | |
| | 2002 | ● | ● | ● | ● | ● | | |
| Opportunities for Youth–Youthbuild Program | 1999 | ● | ● | | ● | | | |
| | 2002 | ● | ● | ● | ● | ● | | |
| Indian Vocational Training–United Tribes Technical College | 1999 | ● | ● | ● | ● | | | |
| | 2002 | ● | ● | ● | ● | | | |
| Indian Job Placement–United Sioux Tribes Development Corporation | 1999 | ● | ● | ● | ● | ● | | |
| | 2002 | ● | ● | ● | ● | ● | | |
| Indian Employment Assistance | 1999 | ● | ● | ● | ● | ● | | |
| | 2002 | ● | ● | ● | ● | ● | | |
| Vocational Rehabilitation for Disabled Veterans | 1999 | ● | ● | ● | | ● | | ● |
| | 2002 | ● | ● | ● | | ● | | ● |
| Serious and Violent Offenders Program | 1999 | b | b | b | b | b | b | b |
| | 2002 | | | | | | | ● |
| Youth Challenge Program | 1999 | b | b | b | b | b | b | b |
| | 2002 | ● | ● | ● | ● | ● | | ● |

Source: Services provided, as reported by agency officials.

[a]General Equivalency Diploma.

[b]Program not included in last review.

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# Appendix IX: Program Objectives and Eligibility Criteria for Federally Funded Employment and Training Programs

| Program (department) | Objective | Eligibility criteria |
|---|---|---|
| **Dislocated workers** | | |
| Trade Adjustment Assistance (TAA) and NAFTA—Transitional Adjustment Assistance (Labor) | To provide retraining, job search, and or, relocation assistance to workers adversely affected by increased imports in order to facilitate their return to the workforce in suitable employment. | A TAA beneficiary must (1) be a member of a worker group that has been found by the Labor Department to be adversely affected by increased imports, either directly or indirectly, or by a shift of production, and therefore certified eligible to apply for Trade Adjustment Assistance, and (2) must meet the following individual requirements: (a.) his or her total or partial separation must have begun on or after the date specified in the certification as the beginning of the adverse import impact and (b) his or her total or partial separation must begin before the expiration of the two-year period beginning on the date on which the Secretary issued the certification or before the termination date, if any, specified in the certification. |
| WIA Dislocated Workers | To provide workforce investment activities that increase the employment, retention and earnings of participants, and increase occupational skill attainment by the participants. This aims to reemploy dislocated workers, improve the quality of the workforce and enhance the productivity of the nation's economy. This program is designed to increase employment, as measured by entry into unsubsidized employment, retention in unsubsidized entered employment six months after entry into employment, and extent of recovery of prior wage levels. For cross-cutting goals, the program intends to enhance customer satisfaction for participants and for employers. The employment goals will be measured using Insurance Wage Records Systems and customer satisfaction goals measured by sampling. | Individuals eligible for assistance include workers who have lost their jobs as a result of plant closings or mass layoffs, and are unlikely to return to their previous industry or occupation; formerly self-employed individuals; and displaced homemakers who have been dependant on income of another family member, but are no longer supported by that income. National Emergency Grant Program—Identical eligibility; also include certain military personnel individuals and defense employees. Services are targeted on individuals affected by mass layoffs, natural disasters, Federal government actions, and other circumstances specified by the Secretary. |
| **Migrant and seasonal farmworkers** | | |
| Migrant and Seasonal Farmworkers (Education) | This discretionary grant program under Section 312 of the Rehabilitation Act authorizes projects to provide vocational rehabilitation services to migratory agricultural and seasonal farmworkers with disabilities, including maintenance and transportation for individuals with disabilities and members of their families whether or not such family members are disabled. | Migratory, agricultural and seasonal farmworkers with disabilities and their family members. |

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| Program (department) | Objective | Eligibility criteria |
|---|---|---|
| Migrant and Seasonal Farm Workers (Labor) | The National Farmworker Jobs Program (NFJP) under section 167 of the Workforce Investment Act assists migrant and other seasonal farmworkers and their family members achieve economic self-sufficiency by addressing their employment-related needs. For those aspiring beyond farm labor, the National Farmworkers Jobs Program (NFJP) provides basic education, job skills training and supportive services to prepare them for better paying jobs that offer year-round employment. For those preferring to stay in agricultural labor, NFJP provides supportive services that enable the farmworkers to continue their participation in the agricultural labor market by being available for hire by farmers when the farmers need their labor. | *An eligible seasonal Farm worker*--is a disadvantaged person who for 12 consecutive months out of the 24 months prior to application for the program, has been primarily employed in agricultural labor that is characterized by chronic unemployment or underemployment.<br><br>*An eligible Migrant farm worker*--is a seasonal farmworker whose agricultural labor requires travel to a job site such that the farmworker is unable to return to a permanent place of residence within the same day.<br><br>Dependents of eligible seasonal or migrant farm workers are also eligible. |
| **Native Americans[a]** | | |
| American Indian Vocational Rehabilitation Services (Education) | The American Indian Vocational Rehabilitation Services Program provides vocational rehabilitation services to American Indians with disabilities who reside on or near federal or state reservations, consistent with their individual strengths, resources, priorities, concerns, abilities, and capabilities, interests and informed choice, so that they may prepare for and engage in gainful employment. | American Indians with disabilities residing on or near a federal or state reservation (including Native Alaskans) who meet the definition of an individual with a disability or individual with a significant disability, respectively, found in sections 7(20)(A) and (21)(A) of the Rehabilitation Act. |
| Indian Employment Assistance (Interior) | To provide vocational training and employment opportunities to eligible American Indians and to reduce Federal dependence. | Members of Federally Recognized Indian tribes who are unemployed, underemployed, or in need of training to obtain reasonable and satisfactory employment. Complete information on beneficiary eligibility is found in 25 CFR, Parts 26 and 27. |
| Indian Job Placement—United Sioux Tribes Development Corporation (Interior) | To provide job development, counseling, social adjustment guidance, and referrals to job training programs and other assistance programs through the United Sioux Tribes Development Corporation, located in Pierre, South Dakota. | Must be an American Indian member of Federally Recognized Indian tribe and reside on or near an Indian reservation under the jurisdiction of the Bureau of Indian Affairs or those eligibility requirements specified in the contract between the United Sioux Tribes Development Corporation and the Bureau of Indian Affairs. |
| Indian Vocational Training—United Tribes Technical College (Interior) | To provide vocational training to individual American Indians through the United Tribes Technical College, located in Bismarck, North Dakota. | Individual American Indians who are members of a Federally Recognized Indian Tribe and reside on or near an Indian reservation under the jurisdiction of the Bureau of Indian Affairs or those eligibility requirements specified in the contract between the United States Technical College and the Bureau of Indian Affairs. |

| Program (department) | Objective | Eligibility criteria |
|---|---|---|
| Native American Employment and Training Programs (Labor) | To support comprehensive employment and training activities for Indian, Alaska Native, and Native Hawaiian individuals; to develop more fully their academic, occupational and literacy skills; to make them more competitive in the workforce; to promote the economic and social development of Indian, Alaska Native, and Native Hawaiian communities according to the goals and values of such communities; to help them achieve personal and economic self-sufficiency. The principle means for accomplishing these purposes is to enable tribes and Native American organizations to provide employment and training services to Native American peoples and their communities. Services should be provided in a culturally appropriate manner, consistent with the principles of Indian self-determination. | A person is eligible to receive services under the INA program if that person is an Indian, as determined by a policy of the Native American grantee. The grantee's definition must at least include anyone who is a member of a Federally-recognized tribe or Alaska Native, as defined in section 3 (b) of the Alaska Native Claims Settlement Act (ANCSA), 43 U.S.C. 1602 (b); or a Native Hawaiian, as defined in WIA section 166(b)(30). The person must also be any one of the following: unemployed or underemployed, as defined in 668.150; or a low-income individual, as defined in WIA section 101(250) or the recipient of a bona fide layoff notice who is in need of retraining to secure or retain employment; or employed individual who is in need of employment and training services to obtain or retain employment that allows for self-sufficiency. [20 CFR 668.300 (a) & (b)] |
| Native American Vocational and Technical Education Program (Education) | To make grants or enter into contracts with Federally recognized Indian tribes, tribal organizations, Alaska Native entities and eligible Bureau-funded schools that do not propose to use the award to support secondary vocational and technical education programs. | Federally recognized Indian tribes, tribal organizations, Alaska Native entities and eligible Bureau-funded schools that do not propose to use the award to support secondary vocational and technical education programs. |
| **Older workers** | | |
| Senior Community Service Employment (Labor) | To provide, foster, and promote part-time work opportunities (usually 20 hours per work) in community service activities for unemployed, low-income persons who are 55 years of age and older. To the extent feasible, the program assists and promotes the transition of program enrollees into unsubsidized employment. In addition, the SCSEP coordinates with other DOL programs to provide training. | Adults 55 years or older with a family income at or below 125 percent of the DHHS poverty level. Prospective participants must certify information relative to age and personal financial status which is needed to determine whether the individual is economically disadvantaged and program eligible. |
| **Persons with physical or mental disabilities** | | |
| Projects With Industry | The purpose of this program is to create and expand job and career opportunities for individuals with disabilities in the competitive labor market engaging the talent and leadership of private industry as partners in the rehabilitation process, to identify competitive jobs and careers and the skills needed to perform such jobs, to create practical job and career readiness and training programs, and to provide job placements and career advancements. | An individual is eligible for service under this program if—(1) the individual has a disability or a significant disability under section 7 (20)(A) or 7(21)(A) of the Rehabilitation Act; (2) the individual requires vocational services to prepare for, secure, retain, or regain employment; and the determination of eligibility is consistent with section 102(a) of the Rehabilitation Act of 1973, as amended. |

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| Program (department) | Objective | Eligibility criteria |
|---|---|---|
| State Supported Employment Services Program (Education) | The State Supported Employment Services Program provides grants to assist States in developing and implementing collaborative programs with appropriate entities to provide supported employment services for individuals with the most significant disabilities to enable such individuals to achieve the employment outcome of supported employment. | A state may provide services under this program to any individual if: the individual has been determined eligible for vocational rehabilitation services in accordance with the criteria in section 102 (a)(1) of the Rehabilitation Act; the individual has been determined to be an individual with a most significant disability; supported employment has been identified as appropriate employment outcome for the individual on the basis of a comprehensive assessment of rehabilitation needs, including an evaluation of rehabilitation, career, and job needs. |
| State Vocational Rehabilitation Services (Education) | The State Vocational Rehabilitation Services Program provides grants to assist states in operating statewide comprehensive, coordinated, effective, efficient and accountable programs, each of which is: an integral part of a statewide workforce investment system; and designed to assess, plan, develop, and provide vocational rehabilitation services for individuals with disabilities, consistent with their strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice, so that they may prepare for and engage in gainful employment. | Determination of an applicant's eligibility for vocational rehabilitation services is based on the following requirements: a determination by qualified personnel that the applicant has a physical or mental impairment; a determination by qualified personnel that the applicant's physical or mental impairment constitutes or results in a substantial impediment to employment for the applicant; a determination by a qualified vocational rehabilitation counselor employed by the designated State unit that the applicant requires vocational rehabilitation services to prepare for, secure, retain or regain employment consistent with the applicant's unique strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice; a presumption, in accordance with section 102 (a)(2) of the Rehabilitation Act, that the applicant can benefit in terms of an employment outcome from the provision of vocational rehabilitation services. |
| **Refugees** | | |
| Refugee and Entrant Assistance—Targeted Assistance (HHS) | To provide funding for employment-related and other social services for refugees, asylees, Amerasians, victims of a severe form of trafficking certified by ORR, and entrants in areas of high refugee concentration and high welfare utilization. These funds assist refugees who have experienced difficulty in making the transition to employment or who have lost their jobs and require re-employment services. | Persons admitted to the United States within the last 5 years as refugees under Section 207 of the Immigration and Nationality Act; granted asylum under Section 208 of the Act; Cuban and Haitian entrants, as defined in Section 501 of the Refugee Education Assistance Act; and certain Amerasians from Vietnam and their accompanying family members, as defined by Section 584 (c) of the Foreign Relations, Export Financing, and Related Programs Appropriation Act of 1988. Also included are victims of a severe form of trafficking as defined by section 107(b)(1)(A) of the Trafficking Victims Protection Act of 2000. |



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| Program (department) | Objective | Eligibility criteria |
|---|---|---|
| Refugee and Entrant Assistance—Voluntary Agency Programs (HHS) | The Matching Grant program, funded by Congress since 1979, provides an alternative approach to State-administered resettlement assistance. The program's goal is to help refugees attain self-sufficiency within four months after arrival, without access to public cash assistance. Participating agencies agree to match the ORR grant with cash and in-kind contributions; twenty percent of their match must be in cash. Since mid-1999, ORR has matched each dollar of agency contribution of cash or in-kind services with $2.00 of ORR funds, with a maximum Federal contribution of $2,000 per refugee. The Matching Grant program is characterized by a strong emphasis on early employment and intensive services during the first four months after arrival. ORR requires participating agencies to provide maintenance (food and housing), case management, and employment services in-house. Additional services, such as language training and medical assistance, may be provided in-house or arranged through referral to other programs. Refugees in the Matching Grant program may use publicly funded medical assistance. | Refugees (the term "refugee" is used to apply to refugees, asylees, Amerasian immigrants from Vietnam, certified victims of trafficking, and Cuban or Haitian entrants) will be determined eligible by the grantee agencies as verified by Health and Human Services (HHS) monitoring. |
| **Unemployed** | | |
| Food Stamp Employment and Training Program (Agriculture) | The program's goals are to help job-ready food stamp recipients find work and to assist others to gain skills, training, or experience that will lead to their employment. | All non-exempt food stamp applicants and recipients are subject to Food Stamp Program work requirements, including participation in the Food Stamp Employment and Training (E&T) Program, if assigned by the State agency. Exempted are persons younger than 16 or 60 and older; persons physically or mentally unable to work; those responsible for the care of a child under 6 or of an incapacitated individual; students; recipients of assistance under the title IV-A of the Social Security Act (Temporary Assistance for Needy Families—TANF) or of unemployment compensation; employed persons or those participating in drug or alcohol treatment programs. Specifically targeted are able-bodied adults without dependents (ABAWDS) subject to the Food Stamp Program participation limit. Unless they are employed, participating in qualifying education or training activities for at least 20 hours a week, or participating in workfare, ABAWDS are limited to receiving food stamps for 3 months in a 36 month period. |

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| Program (department) | Objective | Eligibility criteria |
|---|---|---|
| Tribal Work Grants [or Native Employment Works (NEW)] (HHS) | To allow eligible Indian Tribes and Alaska Native organizations to operate a program to make work activities available. | The NEW program serves unemployed and underemployed individuals. NEW program grantees determine specific eligibility requirements for their NEW programs. |
| **Veterans** | | |
| Disabled Veterans' Outreach Program (DVOP) (Labor) | To develop jobs and job training opportunities for disabled and other veterans through contacts with employers; promote and develop on-the-job training and apprenticeship and other on-the-job training positions within the Federal job training (e.g., VWIP, HVRP, VA programs); provide outreach to veterans through all community agencies and organizations; provide assistance to community-based groups and organizations and appropropriate grantees under other Federal and federally-funded employment and training programs; develop linkages with other agencies to promote maximum employment opportunities for veterans; and to provide employability development and vocational guidance to eligible veterans, especially disabled veterans, utilizing a case-management approach to services, wherever applicable. | DVOP specialists serve veterans, however, Section 4103A(b)(1) provides a certain order of priority among target groups of veterans for the services of DVOP specialists, and indicates that special consideration will be given to educationally and economically disadvantaged veterans. P.L. 101-510 also provided that individuals receiving disability discharges and medically retired from the military be provided transition assistance under the Disabled Veterans' Transition Assistance Program (DTAP). |
| Homeless Veterans' Reintegration Program (Labor) | To provide funds for demonstration programs to expedite the reintegration of homeless veterans into the labor force. | Individuals who are homeless veterans. The term "homeless" or "homeless individual" includes: (1) an individual who lacks a fixed, regular, and adequate night-time residence; and (2) an individual who has a primary night-time residence that is: (a) a supervised publicly or privately operated shelter designed to provide temporary living accommodations including welfare hotels, congregate shelters, and transitional housing for the mentally ill; (b) an institution that provides a temporary institutionalized; (c) a public or private place not designed for, or ordinarily used as, a regular sleeping accommodations for human beings (Reference 42 U.S.C 1302). A "veteran" is an individual who served in the activity military, naval or air service, and who was discharged or released from there under conditions other than dishonorable. (Reference: 33 U.S.C. 101 (2).) |

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| Program (department) | Objective | Eligibility criteria |
|---|---|---|
| Local Veterans' Employment Representative Program (Labor) | To provide job development, placement, and support services directly to veterans and to ensure that there is local supervision of State Employment Agencies compliance with Federal regulations, performance standards, and grant agreement provisions in carrying out requirements of 38 U.S.C. 4104 in providing veterans with maximum employment and training opportunities. | Although veterans are the intended beneficiaries of LVER services, as per the CFDA, Congress has authorized or otherwise defined "eligible persons" at 38 U.S.C 4105 (5), and has authorized through Pub.L. 101-510, the LVER to assist separating service members and their spouses with their transition to the civilian labor force, while the members are still on active duty and not technically considered "veterans" yet. Within the local employment offices and other such service delivery points, the LVER concentrates on facilitating those veterans and eligible persons who are identified with some barrier between them and their employment or training related objective. These individuals are the target population of LVER services and may include disabled veterans, homeless veterans, veterans with combat experience (wartime, campaign badge/expeditionary medal recipients), economically or educationally disadvantaged veterans in need of training or retraining to become marketable in the local labor market, or veterans in need to a State license or certification to practice or work in their chosen/trained field. |
| Veterans' Workforce Investment Program (Labor) | To support employment and training programs, through grants or contracts, to meet the needs for assistance of certain veterans. | Recently separated veterans; service-connected disabled veterans; campaign/conflict veterans; and veterans who have significant barriers to employment. (All of the above are eligible unless they have a dishonorable discharge.) |
| Vocational Rehabilitation for Disabled Veterans (Veterans) | To provide for all services and assistance to enable veterans with service-connected disabilities to prepare for, obtain, or maintain suitable employment. When the severity of disability does not permit employment to be an option, the program can provide the needed services and assistance to help the individual learn skills to achieve maximum independence in daily living. | Veterans of World War II and later service with a service-service-connected disability or disabilities rated at least 20 percent compensable and certain service-disabled service persons pending discharge or release from service if VA determines the servicepersons will likely receive at least a 20 percent rating and they need vocational rehabilitation because of an employment handicap. Veterans with compensable ratings of 10 percent may also be eligible if they are found to have a serious employment handicap. |
| **Youth** | | |
| Grants to States for Incarcerated Youth Offenders (Education) | To assist incarcerated youth offenders in obtaining postsecondary education and postsecondary vocational training. Measured objectives are lower recidivism, academic achievement, job placement, and job retention. | Individuals who are incarcerated in a state prison, including a pre-release facility or an alternative program such as a boot camp; are eligible to be released or paroled within 5 years; are 25 years of age or younger; and have obtained a secondary school diploma or its equivalent. |



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| Program (department) | Objective | Eligibility criteria |
|---|---|---|
| Jobs Corps (Labor) | Job Corps' is the nation's largest residential and educational employment and training program for economically challenged youth, ages 16 through 34, who face multiple barriers to employment. The objectives of the program are to provide, in an integrated manner, a comprehensive array of services, such as: academic, vocational, and life skills training, and work-based learning, in order to provide the skills necessary for long-term attachment to the labor market.<br><br>Youth who enter the Jobs Corps program without a high school equivalency and/or job training skills, will have the opportunity to receive both. Additionally, in June 2001, Job Corps established attainment of high school diplomas as a national priority. During PY '01, 90% of all graduates and 75% of all terminees entered employment, enrolled in further education, or entered the military. | Job Corps is designed for out-of-school youth, usually dropouts prior to graduation, ages 16-24, who are a legal resident or lawfully admitted permanent resident aliens who are authorized to work in the United States. The targeted population is low-income, meaning those on public assistance, a foster child, disabled, homeless, and/or earned income at the poverty level. Minor students must have signed parental/guardian consent. Potential enrollees must be free of behavior problems that would prohibit self or others from benefiting from the program and they may not be currently engaged in illegal drug use. Parents with dependent children must have a childcare plan. |
| Opportunities for Youth—Youthbuild Program (HUD) | The Youthbuild program provides funding assistance for a wide range of multi-disciplinary activities and services to assist economically disadvantaged youth. The opportunities are designed to help disadvantaged young adults who have dropped out of high school to obtain the education and employment skills necessary to achieve economic self-sufficiency and develop leadership skills and a commitment to community development in low to very low-income communities. Another objective of the Youthbuild program is to expand the supply of permanent affordable housing for homeless persons and members of low income and very low-income families. By giving disadvantaged young adults participating in the program meaningful on-site training experiences constructing or rehabilitating housing as a community service, they are helping to meet the housing needs of homeless and low income families in their community. | Disadvantaged, at-risk, low to very low-income young adults, ages 16 to 24, who have dropped out of high school are eligible. The program emphasizes special outreach efforts to be undertaken to recruit eligible young women. The program permits exceptions for young adults who do not meet the program's income or education requirements but who have educational needs despite attainment of a high school diploma or its equivalent. Exceptions for individuals in this category cannot exceed 25 percent of all participants. |

| Program (department) | Objective | Eligibility criteria |
|---|---|---|
| Responsible Reintegration of Youthful Offenders (DOL) | The focus of the Responsible Reintegration of Youthful Offenders initiative is to assist communities in planning and implementing comprehensive "reentry" programs to address the full range of challenges involved in helping young offenders released from incarceration make a successful transition back to the community. The goal is to protect community safety through the successful reintegration of offenders, ages 14-35, returning to the community by ensuring that offenders become productive, responsible, and law-abiding citizens; are provided with positive opportunities to engage in pro-social activities; maintain long-term employment; sustain a stable residence; and successfully address their substance abuse issues and mental health needs. | The initiative provides services for youth and adults ages 14-35 who are or have been under criminal/juvenile justice supervision or are involved in gangs or are at risk of this involvement. Targeted individuals may also be returning from secure confinement back into the community. Grantees have wide latitude in selecting their target population. |
| WIA Youth (Labor) | To place continued emphasis on improving the quality of services and enhancing program performance in order to equip young workers with the knowledge, skills and abilities they need to: become productive citizens and successfully transition into adulthood, effectively meet the changing needs of business and the new economy, and get and keep good jobs with career paths, promotional opportunities, and wage gains. | Under Title I, Sections 101 and 127, an eligible youth is an individual who: (1) is 14-21 years of age; and (2) is an individual who received an income or are members of a family that received a total family income that does not exceed the higher of (a) the poverty line; or (b) 70 percent of the lower living standard income; and (3) meets one or more of the following criteria: Is an individual who is deficient in basic literacy skills; a school dropout; homeless; a runaway; a foster child; pregnant or a parent; an offender; or requires additional assistance to complete their education or secure and hold employment. |
| Youth Challenge Program (DOD) | Not available. | Not available. |

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| Program (department) | Objective | Eligibility criteria |
|---|---|---|
| **Other low income individuals** | | |
| Community Services Block Grant—Discretionary Awards (HHS) | Community Economic Development Program: To support projects which provide employment and ownership opportunities for low-income people through business, physical or commercial development, and which generally improve the quality of the economic and social environment of low-income residents in economically depressed areas. The emphases of projects must be on job creation, self-help and mobilization of the community-at-large.<br><br>Community Facilities Development Program: To support projects to help low-income rural communities develop the capability and expertise to establish and maintain or preserve affordable, adequate and safe water and waste water treatment facilities. Activities may include the dissemination of information on water and waste water programs serving rural communities; upgrading local expertise in water and waste water development; assisting rural communities in developing the capability to manage and operate water and waste water facilities; and improving coordination of Federal, State and local water and waste water program financing and development to assure quality service to rural communities. | A project must be targeted to address the needs of a specific segment of low-income individuals or families. The official poverty line established by the Director of the Office of Management and Budget, published annually by the Department of Health and Human Services is used as a criterion of eligibility in the Community Services Discretionary Grant program. |
| WIA Adults (Labor) | To provide workforce investment activities that increase the employment, retention and earnings of participants, and increase occupational skill attainment by the participants. This program aims to improve the quality of the workforce and enhance the productivity of the nation's economy. This program is designed to increase employment, as measured by entry into unsubsidized employment, and retention in unsubsidized entered employment six months after entry into employment. For cross-cutting goals, the program intends to enhance customer satisfaction for participants and for employers. The employment goals will be measured using Insurance Wage Records Systems and customer satisfaction goals measured by sampling. | All adults 18 years and older are eligible for core services. Priority for intensive services and training services must be given to recipients of public assistance and other low-income individuals where funds are limited. States and local areas are responsible for establishing procedures for applying the priority requirements. |

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| Program (department) | Objective | Eligibility criteria |
|---|---|---|
| **Unspecified target groups** | | |
| Adult Education—State Grant Program (Education) | To create a partnership among the Federal Government, States, and localities to provide, on a voluntary basis, adult education and literacy services in order to assist adults to become literate; and obtain the knowledge and skills necessary for employment and self-sufficiency; assist adults who are parents to obtain the educational skills necessary to become full partners in the educational development of their children; and assist adults in the completion of a secondary school education. | Out of school adults who are 16 years of age or older, who are not enrolled or required to be enrolled in secondary school under State law, and who lack sufficient mastery of basic educational skills to enable them to function effectively in society or do not have a secondary school diploma or its recognized equivalent, and have not achieved an equivalent level of education, or are unable to speak, read, or write the English language. |
| Community Services Block Grant (HHS) | To provide assistance to States and local communities, working through a network of community action agencies and other neighborhood-based organizations, for the reduction of poverty, the revitalization of low-income communities, and the empowerment of low-income families and individuals in rural and urban areas to become fully self-sufficient (particularly families who are attempting to transition off a State program carried out under Part A of title IV of the Social Security Act). | States make grants to qualified locally- based nonprofit community antipoverty agencies and other eligible entities, which provide services to low-income individuals and families. The official poverty line, as established by the Secretary of Health and Human Services, is used as a criterion of eligibility in the Community Services Block Grant program. When a State determines that it serves the objectives of the block grant, it may revise the income limit, not to exceed 125 percent of the official poverty line. |
| Employment Service (Labor) | To provide labor exchange services and career counseling to current, emerging and transitional workers seeking to obtain or upgrade current employment activities, giving priority service to veterans and disabled veterans. To provide labor exchange services including the recruitment, preliminary assessment, screening and referral of qualified individuals to employers needing to fill positions. | Wagner Peyser provides universal access to customers through the One Stop Career Center System. |

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| Program (department) | Objective | Eligibility criteria |
|---|---|---|
| H-1B Technical Skills Training Grant Program | H-1B Technical Skills Training Grants are financed by a user fee paid by employers to bring foreign workers into the United States on a temporary basis to work in high skill or specialty occupations. As part of the H-1B non-immigrant visa program, DOL's Technical Skills Training Grant program was established under the American Competitiveness and Workforce Improvement Act of 1998 (ACWIA 1998) as amended by the American Competitiveness in the Twentieth Century Act of 2002 (ACWIA 2000) and companion legislation. The grants are a long-term solution to domestic skill shortages in high skill and high technology occupation—raising the technical skill levels of American workers so they can take advantage of the new technology-related, high skills employment opportunities. This will, in turn, help businesses reduce their dependence on skilled foreign professionals permitted to work in the United States on a temporary basis under the H-1B visa program. H-1B technical skills grants are focused on directly addressing the high skill technology shortages of American businesses; they are not intended to address the labor shortages due to reasons other than technical skill shortages. | Technical skills training grants are geared towards employed and unemployed workers who can be trained and placed directly in highly skilled H-1B occupations or in the highest echelons of an H-1B career ladder. Candidates for training funded by the H-1B Technical Skills Training Grants should possess (and be identified through appropriate assessment tools) a high level of general educational background and, in addition, have the prerequisites for the occupational training being proposed. Targeted individuals should also possess certain characteristics such as drive and initiative that will help guarantee successful completion of the high skill level training funded by H-1B grants. Employees at the H-1B skill level are generally characterized as having a Bachelor's degree or comparable work experience. |
| Migrant Education—High School Equivalency Program | To assist students who are engaged, or whose parents are engaged, in migrant and other seasonal farm work to obtain the equivalent of a secondary school diploma and subsequently to gain employment or be placed in an institution of higher education or other postsecondary education or training | Persons who are engaged or whose parents are engaged in migrant and other seasonal farmwork or who have participated or have been eligible to participate in the Title I, MEP or the Workforce Investment Act (WIA), Section 167. Eligible beneficiaries are 16 or older or beyond the age of compulsory school attendance, and lacking a high school diploma |
| Native Hawaiian Vocational Education (Education) | To make grants with organizations primarily serving and representing Native Hawaiians which are recognized by the Governor of the state of Hawaii to plan, conduct, and administer programs, or portions thereof, which are authorized by and consistent with the provisions of Section 116 of the Carl D. Perkins Vocational and Applied Technology Education Amendments of 1998 for the benefit of Native Hawaiians. | Native Hawaiians. |

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| Program (department) | Objective | Eligibility criteria |
|---|---|---|
| Registered Apprenticeship Training (Labor) | Planning and directing a national workforce system to improve the work skills of the nation's workforce through programs of apprenticeship and other employment connected skills training; to ensure equality of access into these programs; to encourage States to take similar action with respect to their labor force; and to make available technical assistance service on training to businesses; service on training to employers and unions, in accordance with Title 29, CFR Parts 20 and 30, and other applicable laws and regulations, including the Workforce Investment Act of 1998; Supports state and local workforce investment boards to coordinate and establish employer /labor involvement in the design of training programs to meet the demand for current and future jobs. | Individuals applying for acceptance into an apprenticeship-training program must be at least 16 years old and must satisfy other minimum qualifications required by a registered apprenticeship program sponsor. Apprenticeship programs provide workers with a full-time wage while they learn, and employers with a broader pool of workers from which to select. |
| Serious and Violent Offender Initiative (Justice) | The Serious and Violent Offender Reentry Initiative responds to the release and reentry of thousands of adult and juvenile, serious, high-risk offenders into communities across the country. This initiative is part of a collaborative effort of multiple Federal partners consisting of the U.S. Departments of Justice, Labor, Health and Human Services, Housing and Urban Development, Education, and Veterans Affairs. The initiative will provide funding and/or resources to develop, implement, enhance, and evaluate reentry strategies that will ensure the safety of the community and reduce serious violent crime and recidivism. The Federal partners will assist State and local agencies in identifying, accessing, and leveraging existing Federal, State, and local resources in their efforts to create a prototypical reentry system that addresses both juvenile and adult offender populations in all three phases of reentry: institutional readiness; community reentry; and stabilization. This system should be designed for replication in other jurisdictions throughout the States. This goal would be accomplished by providing structure and authority that guide the return of these offenders to the community and that ensure their access to an array of existing institutional and community resources, pursuant to detailed plans created from a thorough assessment of their individual needs. | The target population includes serious and violent/high-risk offenders (juvenile and/or adult) who have been incarcerated in post-adjudicatory institutions, such as prisons and training schools, and are considered to be at high risk of recidivism. Offenders who have been determined likely to commit serious and/or violent felony crime upon their release should be targeted. |

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| Program (department) | Objective | Eligibility criteria |
|---|---|---|
| Tech Prep Education (Education) | To distribute funds to States to enable them to provide planning and demonstration grants to a consortia of local educational agencies and postsecondary educational agencies, for the development and operation of 4-year programs designed to provide a tech prep education program leading to a 2-year associate degree or a 2-year certificate and to provide, in a systematic manner, strong, comprehensive links between secondary schools and postsecondary educational institutions. | Individuals desiring to participate in a combined secondary/postsecondary program leading to an associate degree or 2-year certificate with technical preparation in at least one field of engineering, applied science, mechanical, industrial, or practical art or trade, or agriculture, health, or business. |
| Temporary Assistance for Needy Families (HHS) | To provide grants to States, Territories, or Tribes to assist needy families with children so that children can be cared for in their own homes; to reduce dependency by promoting job preparation, work, and marriage; to reduce and prevent out-of-wedlock pregnancies; and to encourage the formation and maintenance of two-parent families. | Needy families with children, as determined eligible by the State, Territory or Tribe in accordance with the State or Tribal plan submitted to the Department of Health and Human Services (HHS). |
| Tribally Controlled Postsecondary Vocational and Technical Institutions (Education) | To make grants to tribally controlled postsecondary vocational and technical institutions that are not receiving federal support under the tribally controlled College or University Assistance Act of 1978 (25 U.S.C. 1801 et seq.) or the Navajo Community College Act (25 U.S.C. 640a et seq.) to provide basic support for the education and training of Indian students. | American Indians and Native Alaskans will benefit. |

| Program (department) | Objective | Eligibility criteria |
|---|---|---|
| Vocational Education—Basic Grants to States (Education) | To develop more fully the academic, vocational and technical skills of secondary students and postsecondary students who elect to enroll in vocational and technical education, through challenging academic standards, the integration of academic and technical education, and linking of secondary to postsecondary education. The objectives are found in the core indicators of performance: student attainment of challenging State established academic, and vocational and technical skills proficiencies; student attainment of a secondary school diploma or its recognized equivalent, a proficiency credential in conjunction with a secondary school diploma, or a postsecondary degree or credential; placement in, retention in and completion of, postsecondary education or advanced training, placement in military service, or placement or retention in employment; and student participation in and completion of vocational and technical education programs that lead to non-traditional training and employment. | Provides funds to local educational agencies and postsecondary educational institutions with vocational and technical education programs, for education program improvement. The beneficiaries are secondary students and postsecondary students who enroll in vocational and technical education. |
| Workforce Investment Act (WIA) Formula Grant Program—Youth Opportunity Grants | To increase the long-term employment of youth who live in empowerment zones, enterprise communities, and high poverty areas. Youth Opportunity Grants concentrate extensive resources in high poverty areas in order to bring about community-wide impact on: Employment rates, high school completion rates, and college enrollment rates. | Youth eligible to be served by the grant must be 14 to 21 years of age; reside in the target area; and males age 18 and above must be registered as required under the Selective Service Act. Youth residing in the target community are eligible to be served by these grants regardless of family income. |

Source: Program objectives and eligibility criteria obtained from the *Catalog of Federal Domestic Assistance* and from agency officials.

[a]Category includes American Indians and all other indigenous populations.

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# Related Products

*Food Stamp Employment and Training Program: Better Data Needed to Understand Who Is Served and What the Program Achieves.* GAO-03-388. Washington, D.C.: March 12, 2003.

*Workforce Training: Employed Worker Programs Focus on Business Needs, but Revised Performance Measures Could Improve Access for Some Workers.* GAO-03-353. Washington, D.C.: February 14, 2003.

*Older Workers: Employment Assistance Focuses on Subsidized Jobs and Job Search, but Revised Performance Measures Could Improve Access to Other Services.* GAO-03-350. Washington, D.C.: January 24, 2003

*Workforce Investment Act: States' Spending Is on Track, but Better Guidance Would Improve Financial Reporting.* GAO-03-239. Washington, D.C.: November 22, 2002.

*Workforce Investment Act: States and Localities Increasingly Coordinate Services for TANF Clients, but Better Information Needed on Effective Approaches.* GAO-02-696. Washington, D.C.: July 3, 2002.

*High Skill-Training: Grants from H-1B Visa Fees Meet Specific Workforce Needs, but at Varying Skill Levels.* GAO-02-881. Washington, D.C.: September 20, 2002.

*Workforce Investment Act: Youth Provisions Promote New Service Strategies, but Additional Guidance Would Enhance Program Development.* GAO-02-413. Washington, D.C.: April 5, 2002.

*Workforce Investment Act: Better Guidance and Revised Funding Formula Would Enhance Dislocated Worker Program.* GAO-02-274. Washington, D.C.: February 11, 2002.

*Workforce Investment Act: Improvements Needed in Performance Measures to Provide a More Accurate Picture of WIA's Effectiveness.* GAO-02-275. Washington, D.C.: February 1, 2002.

*Workforce Investment Act: Better Guidance Needed to Address Concerns Over New Requirements.* GAO-02-72. Washington, D.C.: Oct. 4, 2001.

*Veterans' Employment and Training Service: Proposed Performance Measurement System Improved, But Further Changes Needed.* GAO-01-580. Washington, D.C.: May 15, 2001.

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